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ADVANCED INTELLIGENCE SEMINAR NO. 41

gnificant Agency Issues

I. Intelligence Process and Policy Support Issues

A. Is recent criticism of Agency analysis accurate and justified? If so, do you see the possibility of improvement in this area through Agency reorganization?

II. Personnel Issues

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A. There seems to be a problem of recruiting and keeping individuals with special skills--

--engineers, who could make considerably more money outside of government service;

--analysts who, while serving in a secret agency, find that their counterparts in academic life are publishing, making a name for themselves, etc. and are surpassing our analysts professionally (at least to outsiders) in their chosen field;

--linguists, who are threatened with cancellation of language use awards;

What is the Agency doing in each of these areas to overcome these problems?

- B. Individual career advancement is often hampered by cover, unplanned reassignments, etc. What can be done about that?
- C. Is consideration being given to offering some form of financial reimbursement to employees transferred within the United States? Often the costs of these moves are so staggering that individuals are forced to turn down career enhancing assignments.

III. Security Issues

- A. How can we improve security and reduce employee leaks, both intentional and inadvertent?
- B. Are you concerned about Congressional leaks? Will they affect the future of covert action?
- C. Is computer security a concern? If so, what is being done about it?

IV. Other

- A. Are we sufficiently alert to human problems as offices become increasingly automated?
- B. What are the prospects for pending legislative action-particularly the Identities Legislation and FOIA Relief?
- C. Do you see a problem for Agency employees returning to a low profile after several recent years of openness?
- D. Is the perception accurate that, in some areas, technology is driving requirements?
- E. What do you see as a proper balance between HUMINT and technical collection?
- F. How do we replace the intelligence lost when access to foreign locations is lost to the United States Government?
- G. Would you comment on the role of the Agency in providing intelligence on:
 - --nuclear proliferation
 - --Poland (and how it affects NATO/Warsaw Pact)
 - -- China and the strategic triangle.